



## **Delta Group Non-Discrimination and Anti-Harassment Policy**

### **Article 1. Overview**

Human rights are fundamental rights, freedoms and standards of treatment to which all people are entitled. The Delta Group Non-Discrimination and Anti-Harassment Policy (the “policy”) is established to succinctly express Delta’s respect for the workplace environment on a worldwide basis. All colleagues within Delta's operational scope have the right to work in a workplace environment where mutual respect, equality, and safety are upheld, and where any form of discrimination or harassment is eliminated. In our commitment to maintaining a diverse and safe work environment, we adopt a 'zero-tolerance' policy towards any form of discriminatory or harassing behavior. We ensure the fair, respectful, and secure needs of all employees by implementing appropriate preventive, corrective, and disciplinary measures. Furthermore, we protect the rights and privacy of all parties involved. Delta promises to comply with all applicable non-discrimination and anti-harassment laws and international standards in all operating areas.

### **Article 2. Scope**

The scope of the policy includes all collaborative services, subsidiaries, business partners, suppliers, and contractors of Delta Electronics, Inc.

### **Article 3. Our Principles**

#### **1. Non-Discrimination**

Delta is committed to providing a workplace free from discrimination and harassment. We adopt a zero tolerance policy for any form of discrimination including but not limited to discrimination based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, covered veteran status, or any other status protected by applicable laws when conducting the recruiting, hiring, training, rewarding and disciplinary measures, promotion, termination and retirement and other employment condition related practices. Unless required by applicable laws or the consideration of workplace safety, Delta Members shall not request employees to conduct any health examination that could be used in a discriminatory way, including pregnancy or medical tests, or physical exams, and shall not discriminate based on test results.

## 2. Anti-Harassment

Delta adopts a zero-tolerance policy towards any form of harassment. Harassment includes but is not limited to the following forms, and each region may establish additional specific regulations in accordance with local laws:

### 2-1 Sexual harassment

- a. Engaging in behavior related to sex or gender against someone's will, which includes a situation where a person's obedience to or rejection of another's sexual advances becomes a condition of obtaining, losing, or reducing their rights and interests in work, education, training, services, plans, or activities.
- b. Displaying or transmitting text, pictures, voices, images, or other objects with the intent to inundate or intimidate; or adopting languages and behaviors of discrimination, insults, or other methods that cause harm to the personal dignity of others, create an atmosphere of fear, hostility, or offense, or inappropriately affect their work, education, training, services, programs, activities, or other normal habits.

### 2-2 Non-sexual harassment

Harassment behaviors include but are not limited to physical harassment, violent harassment, psychological harassment, verbal harassment, and abusive behavior, based on a person's birthplace, race, skin color, age, gender, sexual orientation, gender identity and expression, ethnicity, social class, nationality, disability, medical history, pregnancy, language, ideology, religion, beliefs, political affiliation, group background, veteran status, past union membership, protected genetic information, marital status, or personal appearance, facial features, and other individual characteristics, as well as any other illegal harassment behavior.

### 2-3 Stalking harassment

The stalking harassment behaviors specified in this Act refer to any of the following behaviors, in the process of performing duties or taking advantage of the convenience of one's position, through the use of persons, vehicles, tools, equipment, electronic communications measures, the Internet, or any other methods to repeatedly or continue to exert anything sexual or gender-related towards a specific person against his/her will, which intimidates such specific person and sufficiently affects his/her daily life or social activities:

- a. Monitoring, observing, tracking or learning the whereabouts of the specific person.
- b. Approaching the specific person's residence, place of residence, school, frequently-visited places by stalking, keeping watch, tailing or any other similar methods.
- c. Warning, threatening, mocking, insulting, discriminating, being hateful,

- disparaging, or using other similar words or actions against a specific person.
- d. Interfering with the specific person by telephone, fax, electronic communication measures, the Internet, or other equipment.
  - e. Requesting dates, contact, or engage in other pursuit behaviors towards a specific person.
  - f. Sending, retaining, displaying, or broadcasting texts, pictures, audios, images, or any other items of the specific person.
  - g. Notifying or presenting information to the specific person or items that may be harmful to the specific person's reputation.
  - h. Misusing specific personal data obtained through work or ordering goods or services using that specific personal information without their consent.

## **Article 4. Policy Compliance**

### **1. Management Mechanism**

To promote workplace diversity and ensure safety, the Company provides employees, partners, suppliers, and contractors with confidential channels to communicate their concerns. Additionally, appropriate awareness or training will be offered to employees and relevant stakeholders. The Company also maintains transparency by regularly disclosing the number of discrimination and harassment whistle-blowing cases and the corresponding corrective actions in its sustainability report and other communication channels. This commitment aims to fully adhere to the policy.

### **2. Advocacy, Education and Training**

The company utilizes various opportunities and means, such as email, internal documents, and education and training channels, to advocate the policy. This includes providing information about the reporting and complaint mechanisms, as well as detailing the company's case handling procedures and methods, to enhance awareness and importance of this issue.

## **Article 5. Whistle-blowing and Remediation Processes**

### **1. Whistle-blowing and Whistle-blower Protection Mechanism**

The company has established a formal reporting channel for employees, suppliers, and external stakeholders to report incidents of sexual harassment, discrimination, or other inappropriate behavior. Each region may adopt specific regulations tailored to its characteristics for investigation and handling. Upholding confidentiality, objectivity, fairness, and impartiality, the company conducts rigorous investigations to prevent further harm to victims. Any form of retaliation or unfair treatment against individuals who report incidents or assist in investigations is strictly prohibited. The

policy ensures protection and fair treatment for all parties involved.

## **2. Corrective, Disciplinary, and Remedial Measures**

Based on the investigation results confirming policy violations, the company will take corrective actions through tracking, assessment, and supervision to prevent similar behaviors. Effective disciplinary measures will be implemented to address the misconduct, and severe cases may lead to dismissal. Additionally, the company will prioritize the complainant's well-being, providing suitable counseling and support, including external assistance if necessary.

## **3. Whistle-blowing Channels**

Delta has established formal reporting channels to enable its employees, suppliers, and external stakeholders to report any witnessed or suspected violations of this policy. These channels may include, but are not limited to:

- a. Hotlines, or point of contact.
- b. Email, or physical mailboxes.

## **Article 6. Revision History**

### **Effective Date**

This policy is effective from August 1<sup>st</sup>, 2023.

### **Edition History**

The 1<sup>st</sup> edition was established in 2023.